# NONDISCRIMINATION/EQUAL OPPORTUNITY AND AFFIRMATIVE ACTION

Any and all discrimination and harassment is prohibited by the Ellsworth School Committee (ESC).

The ESC directs the Superintendent to implement a program designed to prevent discrimination and/or harassment of all individuals having access rights to Ellsworth School Department (ESD) premises or any ESD activity.

The ESD Affirmative Action Plan will designate an Affirmative Action Officer (AAO) responsible for ensuring compliance with all State and Federal requirements relating to nondiscrimination. The AAO will be a person with direct access to the Superintendent.

The ESC directs the Building Administrator (BA) to post, in all school buildings and in a location where the public can easily view, a notice of compliance of State, Federal and Civil Rights Laws.

The ESC requires that all parties doing business with, or performing services for, the ESD subscribe to any and all applicable State and Federal laws pertaining to contract compliance.

Legal Reference:
Equal Employment Opportunities Act of 1972 (P.L. 92-261), amending Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000(e) et seq.)
Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.)
Title VI of the Civil Rights Act of 1964 (P.L. 88-352)
Age Discrimination in Employment Act of 1967 (29 U.S.C. § 621 et seq.)
Equal Pay Act of 1963 (29 U.S.C. § 206)
Vocational Rehabilitation Act of 1973 (29 U.S.C. § 794 et seq.)
Americans with Disabilities Act (42 U.S.C. § 12101 et seq.)
Maine Human Rights Act of 1972 (5 MRSA § 4571), as amended

Cross Reference:
Ellsworth School Department Affirmative Action Plan
ACAA – Student Discrimination and Harassment
ACAB – Employee Discrimination and Harassment

Adopted: **October 1975**

Revised: **April 16, 2002** (per MSMA Revision)
**November 9, 2004**
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